Women in Pastoral Ministry Survey
Summary

PRELIMINARY QUESTIONS

1. 134 respondents out of 186 = 72% response rate

2. Age
   - women pastors range in age from 25 - 77
   - median age is 45 years

4. Race
   - 133 Caucasian
   - 1 African American

5. Citizenship
   - 38 Canadian
   - 95 US
   - 1 South African

6. Myers-Briggs Personality Type:

ENFJ	18	20%	ESTJ	4	4%
ENFP	17	19%	ISTJ	3	3%
INFJ	15	17%	ENTJ	1	1%
ISFJ	14	16%	ESFP	1	1%
INFP	8	9%	ESTP	1	1%
ESFJ	7	8%	INTJ	1	1%

7. Educational
   - 110 (82%) have attended seminary
   - 24 (18%) have not attended seminary

8. Marital Status

1	single	19	14%
2	married, living with original spouse	103	77%
3	widowed	4	3%
4	widowed and remarried	0	0%
5	divorced	5	4%
6	divorced and remarried	3	2%
7	separated	0	0%

9. Former denomination

General Conference	37	28%
Mennonite Church	72	54%
Church of The Brethren	3	2%
Baptist	3	2%
Brethren in Christ	2	1%
Presbyterian	2	1%
Methodist	2	1%
Disciples	2	1%
Christian Reformed	2	1%
UCC	2	1%
Evengelical	2	1%
Church of God	1	
Quaker	1	
EMC	1	
Missionary	1	
None	1	

10. Current Denomination

General Conference	41	31%
Mennonite Church	51	38%
MC/GC	21	16%
MCEC	16	12%
Presbyterian	2	1%
Church of The Brethren	1	
Catholic	1	
United Methodist	1	

**Six MC women found pastoral assignments in a GC church
Three GC women found pastoral assignments in an MC church
Eight Canadians with positions in the US
5 Americans with positions in Canada

11/12. Congregation presently serving or current occupation

a. Of the 43 Co-Pastors (with spouse)	32	are still co-pastors
	1	missionary
	2	students
	1	factory worker
	1	Chaplain
	1	resigned
	2	are conference ministers (with husbands)
	1	mental health worker
	1	project officer
	1	missions minister
b. Of the 10 Co-Pastors (non-spouse)	7	are still Co-Pastors (nsp)
	1	member of a pastoral team
	2	denominational executives
c. Of the 30 lead pastors	17	are still lead pastors (1-UCC 1-United Methodist)
	1	is a campus minister
	1	teacher
	1	writer
	1	Minister of Family Life
	1	Associate Pastor
	1	Lay Apostalate
	1	retired
	1	Assistant Dean
	3	conference/denominational staff
	1	counsellor
	1	outreach worker
d. Of the 21 Associates	16	are still associates
	1	retired
	1	professor
	1	CPE
	1	administrative assistant
	1	student

e.	Of the 8 Assistants	4 are still assistants 1 teacher's aide 2 church agency staff 1 chaplain
f.	Of the three Christian Education Directors	3 still are
g.	Of the 4 lay ministers	3 still are lay ministers 1 food services worker
h.	Of the 4 interim pastors	1 is still an interim 1 librarian 1 associate pastor 1 her current assignment unknown
i.	Of the 11 team pastors (visitation/counseling/worship)	8 are still on pastoral teams 1 chaplain 1 nurse 1 social worker

15-17. Credentials

70	54%	Ordained
42	31%	Licensed
13	8%	Commissioned
9	7%	Not officially recongized

CALL TO MINISTRY

SEMINARY EXPERIENCE

23. 110 attended seminary
24 did not attend seminary

25. 19 different seminaries represented
Years attended:

1950-1954	5	5%	1980-1984	30	27%
1955-1959	1		1985-1990	36	33%
1960-1964	3	2%	1991-present	7	6%
1965-1969	2	1%			
1970-1974	5	5%			
1975-1979	22	20%			

28. When did you decide to enter seminary:

Before college	5	5%
During college	23	21%
After college	82	75%

29. Were you challenged by seminary professors and/or seminary career guidance counselors to focus on educational and career goals?
Yes 55% No 45%

30. In seminary, was there a support group for women? Yes 67% No 33%

31. Were you a part of it? Yes 56% No 44%

32. Did you have equal access to financial aid?
Yes 85% No 4% Not asked for or needed 11%

33. How soon after graduation did you find a pastoral placement?

1	less than 6 months	51%
2	6 months to one year	2%
3	1-2 years	4%
4	2-3 years	1%
5	Other	42%

Other:

5	have not graduated
13	received placements before graduation
2	received conference placement
4	went into VS/MCC
2	became chaplains
10	were already in pastoral assignments while in seminary
1	began doctoral studies
1	waited 4 years for a placement

34. Did the seminary offer any placement services – e.g. advocate on your behalf? Yes 41% No 59%

38. Did the faculty clearly encourage you to enter pastoral ministry?
Yes 67% No 33%

40. How were you treated by the seminary faculty in general with whom you had classes: (Circle 1)

1	Impartially, like any other student	32%
2	Friendly, but did not take me seriously	4%
3	Gave me preferential treatment	3%
4	Cold, indifferent or hostile	0%
5	Friendly, took me seriously	57%
6	Other	4%

Other:

Varied from prof to prof	4
This was 1972 - I felt loved, they tried to listen and guide me	1
it was a new time for them and for myself.	1
Personal interest in helping me meet my goals.	1
Strong interest in my faith tradition (being Mennonite in a non-Mennonite school)	3
Strongly encouraged me to consider an academic career.	1

FIRST PLACEMENT

42. In your first placement, were you employed:

1 Full time	34	25%
2 Part time	91	68%
3 Worked without pay	9	7%

43. Were you the first women the church hired for this position?

Yes	95	71%
No	39	29%

44. If no, were expectations clearly established by the woman/women who had served in this role previously:

Yes	15	38%
No	18	46%
No answer	6	15%

45. Were you called from within the congregation of which you were a member to serve in a pastoral capacity?

Yes	50	37%
No	84	63%

46. How did you obtain your first placement? Was it through:

Formal Channels	45	34%
Informal Channels	89	66%

47. Before being hired in your first placement, how many different church options were you considering?

84	were considering 0
9	were considering 1
17	were considering 2
11	were considering 3
4	more than 5

48. Did the church experience internal strife because you were called?

Yes	25	19%
No	109	81%

49. If yes, did this subside after placement?

Yes	16
No	9

50. Did any persons leave the church as a result of your being called?

Yes	15	11%
No	119	89%

51. Did you find greater acceptance in the congregation than in the denominational structure that placed you there?

Yes	51%
No	49%

53. Do you think seminary graduates in your denomination in 1992 will have an easier or more difficult time in finding a pastoral placement?

1	Easier	39%	3	More difficult	9%
2	About the same	48%	4	No answer	4%

ORDINATION

55. From the time you had a pastoral position, how long was it before you were ordained?

under 1 year	5	8%
1-2 years	33	54%
3-4 years	13	21%
5-6 years	4	7%
7-8 years	3	5%
9-10 years	3	5%

56. Who initiated your ordination?

1 Yourself	12	17%
2 Your congregation	19	27%
3 Yourself and your congregation	7	10%
4 Conference Minister	12	17%
5 Yourself and the conference minister	4	6%
6 Your congregation and the conference minister	7	10%
7 All three	2	3%
8 Other	7	10%

Other:

senior pastor	2
district overseer	1
a women minister's group encouraged women who had the opportunity, to allow it in order to open the doors for younger women.	1
Chicago area exec committee for my leadership with the Chicago area churches.	1
A lay person in the congregation instigated the idea that we "owe this to _____". A former pastor suggested this to the lay person!	1
Mission committee of the conference.	1

57. Was there any opposition from within the congregation to your being ordained?

Yes	25	36%	No	45	64%

58. Was there any opposition from your conference minister to your being ordained?

Yes	3	4%	No	65	96%

59. In your ordination and/or licensing interview were you asked any questions that you think would not have been asked of male candidates?

Yes	16	24%	No	51	76%

62. Do you think women in your denomination in 1992 will have an easier or more difficult time than you in being ordained?

1 Easier	28	41%
2 About the same	33	49%
3 More difficult	4	6%
4 Other	3	4%

some the same, some more difficult

depends on the congregation

varies tremendously from area to area, conference to conference, and congregation to congregation. I'm sure women will struggle with this for a long time to come.

OTHER EMPLOYMENT

63. Have you ever had full-time non-pastoral employment?
Yes 122 91% No 12 9%

64. Was this employment:

1 prior to your pastoral position in the congregation	93	76%
2 after your pastoral position in the congregation	1	1%
3 both	28	23%

65. What was the nature of this work:
Top three answers – teacher 55 Nurse 14 Clerical 21

66. If you are currently pastoring in a congregation, do you also have paid work outside the congregation?

1 No	61	60%
2 Yes, full time	4	4%
3 Yes, part time	35	36%

67. Have you ever been in a non-congregational church related position?
Yes 51 38% No 83 62%

68. Have you held any district/conference or denominational/church wide level committee positions?
Yes 97 72% No 38 28%

CONGREGATIONAL EMPLOYMENT

69.

1 The congregation you are presently serving	94	70%
2 The congregation you most recently served	40	30%

70. Do you/did you work:

1 Full time	35	26%
2 ¾ time	17	12%
3 half time	49	37%
4 less than ½ time	33	25%

71. Years served

72. Please describe this congregation as it was when you were first called:

1 Growing and developing	39	29%
2 Holding its own	64	48%
3 Generally declining	14	10%
4 New church planting effort	17	13%

73. In regards to the members' views of their congregation and its possibilities, when you were first called were they:

1 Mostly indifferent, apathetic?	15	11%
2 In conflict among themselves, angry and distrustful of one another?	12	9%
3 Optimistic and enthusiastic, making progress towards their goals.	61	46%
4 Other	46	34%

- non-Christians hungry for love
- don't know
- optimistic with unclear goals (2)
- somewhere between 2 and 3 (5)
- church plant (3)
- some conflict, grief at a time of transition - a much beloved pastor retired
- sum of all of the above (2)
- trying to decide who they were
- unsure of themselves, unhappy about recent events, grieving loss of former members
- on a plateau
- frustrated - working on major issues (divorce, remarriage)
- generally committed to church, but not sure we have a clear sense of what we are called to be
- generally enthusiastic, but also tentative, wary about how local mission possibilities would change the cong and how to handle increasing diversity
- not apathetic but not enthusiastic
- ready to start making goals
- in the midst of decision making and transition
- holding their own, no goals yet
- diverse, struggling for a community identity as they've grown
- insecure and feeling unloved
- just completed period of conflict, eager for normality
- ready to re-gear after three years of conflict
- aware of being a small fledging congregation
- discouraged about process of getting their first pastor
- hardworking, committed, long timers
- growing, but without much sense of direction and goals
- mixture of enthusiasm and malaise
- apathetic but hopeful
- discouraged, ready to close the church
- resigned
- struggling to survive - quite a lot of conflict in the process of sorting out what kind of church they wanted
- conservative, traditional, with a core group of people who wanted growth and change
- low self esteem - concerned about their inability to keep a pastor more than a few years/conflict with last pastor
- committed to church and each other; interpersonal conflict; unable to define mission or set goals
- loss of trust in leadership (previous pastor had sexually abused his daughter)
- recent conflict - hopeful but hesitant
- there are no members
- a maintenance congregation - slow moving but stable
- supportive but floundering

74. What size community is this congregation located in:

1	Under 2500 (rural, village)	24	18%
2	2500 - 9999 (town)	12	9%
3	10000 – 49,999 (small city)	35	26%
4	50,000/over (metropolitan suburb)	13	10%
5	50,000 – 249,999 (Large city)	18	13%
6	250,000 – 999,999	18	13%
7	1,000,000 and over	14	10%

75. What is/was the current membership of the congregation:

1	Fewer than 100	54	40%
2	100-199	33	25%
3	200-299	17	13%
4	300-399	14	10%
5	400-499	6	4%
6	500 plus	10	7%

76. What proportion were/are 50 and over:

1	2/3 or more	13	10%
2	about half	39	29%
3	less than one third	80	60%
4	none over 50	2	1%

77. What proportion were/are middle and upper class:

1	2/3 or more	92	69%
2	about half	20	15%
3	less than one third	22	16%

78. How would you characterize the dominant theological position of the majority of this congregation:

1	Very conservative	0	0%
2	moderately conservative	33	25%
3	moderately liberal	64	48%
4	very liberal	6	4%
5	mixed, neither	23	17%
6	other	8	6%

Includes:

- Radical Anabaptist
- Anabaptist Mennonite
- Many liberal, but some quite conservative
- Broad range (3)
- I don’t like these terms
- Non Christians with all varieties of backgrounds

79. Using the same categories, how would you characterize your own theological position:

1	Very conservative	1	0%
2	moderately conservative	15	11%
3	moderately liberal	81	60%
4	very liberal	12	9%
5	mixed, neither	17	13%
6	other	8	6%

Includes:

- Radical Anabaptist (2)
- I don't like these terms
- Anabaptist Mennonite
- "Liberal" but not totally there
- Radical Evangelical Anabaptist
- One women referred to these terms as "confusing" then went on to describer herself as a "moderate feminist, deconstructionalist, iconoclastic, but with a tremendous love for the people and their traditions" !!!!!

80. How would you characterize the financial health of this congregation:

1	excellent	28	21%
2	good	48	36%
3	tight, but adequate	37	28%
4	in some difficulty	17	13%
5	in serious difficulty	4	3%

81. How much difficulty have you had/did you have in the last year in getting your ideas for the congregation heard by the church board/church council?

1	little or no difficulty	90	69%
2	some difficulty	32	25%
3	quite a bit of difficulty	8	6%

82. How satisfied are you/were you with your pastoral role in the congregation?

1	very satisfied	42	31%
2	satisfied	38	28%
3	mixed, both satisfied and frustrated	50	37%
4	dissatisfied	1	1%
5	very dissatisfied and frustrated	3	2%

83. How does/did your pastorate in this congregation compare with past pastoral experience?

1	better	20	15%
2	worse	5	4%
3	about the same	16	12%
4	Not applicable - this is my first cong	92	69%

84. Does/did this position offer you maximum opportunity for expressions of your talents for ministry allowing you to develop new areas of expertise?

1	yes, definitely	66	49%
2	yes, to some degree	43	43%
3	no, not really	11	8%

85. If you are currently serving in a congregation, how likely is it that you will move from this congregation in the next couple years?

1 very likely	16	18%
2 somewhat likely	16	18%
3 somewhat unlikely	27	30%
4 very unlikely	32	35%

86. If it is likely you would leave, what would be your reasons: (check all that apply)

1 retirement	11	13%
2 dissatisfaction	2	3%
3 ready for a new challenge	18	22%
4 felt that my work was completed her	11	13%
5 lack of congregational support for my staying	4	5%
6 other	34	42%

87. If you leave do you think the congregation would call another woman to fill the vacancy you leave?

Yes	71	76%
No	13	14%
Don't know	7	7%

88. Did the congregation call another woman when you left?

Yes 23 (47%) No 26 (53%)

NEXT CHURCH

90. In the last five years, approximately how many inquiries have you received (if any) from other congregations, about the possibility of being their pastor?

0	63	53%
1-2	26	22%
3-4	18	15%
5-6	5	4%
7-8	1	1%
over 10	5	4%

91. How attractive were these inquiries compared to where you are presently serving?

1 worse on the whole	11%
2 about the same	32%
3 some better, some worse	47%
4 better on the whole	11%

92. What would you prefer your next call/position to be:

1 another congregation	44	40%
2 return to secular employment	5	5%
3 non-congregational, but church related work	16	14%
4 other	46	41%

retirement (2)
uncertain (13)
student
MCC (2)
Still too new to be certain (3)
1 or 3 (11)

93. Do you feel you have adequate information about all church related vacancies in which you might be interested?

Yes	49	54%	No	42	46%

94. Are you presently using the calling system/ministerial listing service of your denomination?

Yes	24	24%	No	78	76%	(much of this figure indicates persons not currently looking)

95. How helpful have you found the calling system/ministerial listing service on the district/conference and the denominational level in getting you interviews or an actual position?

	District/Conference Level		Denominational Level	
1 very helpful	17	18%	14	15%
2 somewhat helpful	17	18%	22	23%
3 not very helpful	9	9%	8	8%
4 of no help at all	7	7%	4	4%
5 not sure	3	3%	3	3%
6 not used	42	44%	45	47%

96. If not used, why not:

1 too much trouble	0
2 waste of time	0
3 prefer to get jobs without the help of the district or denominational office	1
4 Other reasons	56

97. Should you desire another pastoral position how easy do you anticipate that it would be to find?

1 very easy	3%
2 somewhat easy	36%
3 somewhat difficult	41%
4 very difficult	20%

98. How easy or difficult do you find it to plan a career strategy?

1 very easy	0%
2 somewhat easy	15%
3 somewhat difficult	37%
4 very difficult	24%
5 don't try to plan	15%
6 plan to retire	10%

YOUR MINISTRY

99. How effective on the whole do you think you are with your present congregation/were with your previous congregation if no longer in pastoral ministry, in doing each of the following: (From "Twenty Pastoral Tasks" Ministerial Leadership Information Form)

	Very Effective	Quite Effective	Somewhat Effective	Ineffective	Do Not Do This
1 Administration	15%	48%	27%	1%	9%
2 Christian Ed	11%	40%	32%	2%	15%
3 Community Activities	7%	25%	44%	7%	18%
4 District/Conference Involvements	16%	31%	34%	5%	14%
5 Counseling	12%	43%	32%	4%	9%
6 Evangelism and Church Growth	5%	13%	41%	17%	24%
7 Dedications, Marriages, Funerals	30%	37%	10%	0%	23%
8 Music	18%	20%	27%	4%	31%
9 Preaching/Worship Leading	46%	44%	5%	0%	5%
10 Peace/Social Concerns	4%	27%	47%	10%	11%
11 Stewardship and Finances	2%	12%	34%	18%	34%
12 Teaching	26%	44%	25%	2%	3%
13 Visitation	20%	51%	22%	0%	7%
14 Crisis Ministry	21%	42%	21%	3%	12%
15 Work with small Groups	13%	38%	30%	1%	18%
16 Spirituality	15%	40%	34%	3%	8%
17 Missions/Service	8%	24%	44%	5%	19%
18 Conflict Resolution	4%	23%	39%	11%	24%
19 Youth/Young Adults	5%	29%	39%	4%	23%
20 Developing the ministry of the laity	14%	37%	35%	3%	11%

100. What do you consider as "gifts necessary" for effective ministry?

101. On the following scale from 1 to 10, circle one number indicating where you rate your leadership style between "visionary" and "maintainer".

(Visionary) I enjoy envisioning future goals for the congregation/dreaming about new possibilities

(Maintainer) I enjoy carrying out already established goals

1	2	3	4	5	6	7	8	9	10
5	13	24	34	22	12	10	10	0	0

102. On the following scale from 1 to 10, circle one number indicating your preferred decision making style between "Maintaining the principle" and "Maintaining the relationship."

(Maintaining Principle) I make decisions based on the principle of the issue at hand.									(Maintaining Relationship) I make decisions based on the desire to maintain harmony in the relationship
1	2	3	4	5	6	7	8	9	10
0	1	6	18	14	25	37	22	8	0

103. What word(s) would you use to describe your own leadership style:

Facilitator	17
Nurturing, caring, supportive	15
Quiet, low key, behind the scenes	13
Assertive/ directive	12
Visionary	12
Encourager	12
Enabler	11
Relational	10
Collaborative	8
Open/flexible	8
Enthusiastic/energetic/positive	8
Creative	7
Empower	7
Organized/efficient	5
Aggressive/proactive/forthright	5
Listener	4
Collegial	2
Servant	2
Don't know	2

Mentioned once: relaxed, prophetic, tolerant, democratic, amateur, desrisive, impatient, confident, informal, charismatic, compulsive, incarnational, non-judgemental, articulate, passive aggressive, midwife.

106. Have you ever experienced sexual harassment in the congregations:

Yes 32 24% No 102 76%

If yes, by whom:

1 Congregational members	16
2 Other pastoral staff	6
3 Other church staff	2
4 Pastoral colleagues outside the congregation	10
5 Other (please describe)	3

ASSOCIATES OR ASSISTANTS

112. Have you ever worked as an associate or assistant minister?

1 Yes	71	52%
2 No	63	48%

118. In your next assignment would you seek another associate/assistant position?

Yes	31	49%
No	22	35%
Don't know	4	6%
Maybe	4	6%
Not seeking another position	2	3%

119. Have you/ did you experience expectations that you should move on to a lead pastorate?

1 Yes	32	47%
2 No	36	53%

SUPPORT

121. Approximately how many clergy do you/did you talk with regularly (once a month) in total?

0	6	5%
1-4	48	38%
5-9	34	27%
10-14	18	15%
15+	18	15%

122. Of these, how many are/were women clergy?

0	29	24%
1-4	77	64%
5-9	15	12%

123. Are you/were you a member of any support/study group(s)of clergy?

1 Yes	94	70%
2 No	30	22%
3 Have in the past	10	7%

125. Are you a member of any colleague/professional or interest group composed of only women?

Yes	65	49%
No	69	51%

127. Do you meet regularly with a spiritual director/advisor?

Yes	45	34%
No	88	66%

128. If yes, is this person:

1 From your denomination	15
2 From outside your denomination	30

129. Do you have a committee within your congregation that functions as a pastoral relations/supervisory group with whom you meet regularly?

Yes	67	53%
No	60	47%

130. Are they able to give you honest and realistic feedback, including being helpful in an evaluation process?

Yes	59	88%
No	8	12%

132. How frequently have you talked with your conference minister or congregational overseer in the last six months:

1 not at all	26%
2 1-2 times	33%
3 3 or 4 times	20%
4 5 or more times	20%

133. About how well do you know this person?

1 very well	17%
2 quite well	26%
3 fairly well	33%
4 not very well	23%

136. Do you have adequate time to spend with family and close friends?

Yes 59% No 41%

MARRIAGE

138. Overall, how has your spouse responded to the time and energy you invest in your ministerial work?

1 Always enthusiastic and supportive	70	66%
2 Sometimes supportive	28	26%
3 Mostly neutral	4	4%
4 Sometimes resentful	4	4%
5 Frequently resentful	0	0%

139. Is your spouse employed?

1 Yes, full time	65	61%
2 Yes, part time	34	32%
3 No	7	7%

140. Is your spouse also ordained?

1 Yes	48	45%
2 No	58	55%

143. How does your spouse's occupation affect the opinion of you (your ministry) held by members of your congregation? In the majority they: (response of those who are not co-pastors with spouse)

1	Respect me more	22	39%
2	Respect me less	0	
3	Feel sorry for me	0	
4	Do not care	22	39%
5	Other	13	13%

Other:

- accept us both
- varies - most recent church, he was uninvolved, but the congregation didn't seem to mind
- was not married then (2)
- unsure (2)
- does not matter {2)
- congregation worried about his employment for the financial health of our family
- people wonder about a couple with two churches

144. Whose career goals take priority when either of you are considering a position:

1	My own	4%
2	My spouse's	23%
3	Both equally	73%

145. How active is your spouse in your congregation? (Responses by those who are not co-pastors with spouse)

1	Very active	32	56%
2	Somewhat active	19	33%
3	Rather inactive	6	11%

146. How do the majority of parishioners feel about this degree of your spouse's participation in your church? (Responses by those who are not co-pastors with spouse)

1	Very satisfied	44%
2	Satisfied	44%
3	Mixed or ambivalent	9%
4	Dissatisfied	0%
5	Don't know	1%

147. How does your spouse feel about his own degree of participation in the congregation? (Responses by those who are not co-pastors)

1	Very satisfied	30%
2	Satisfied	50%
3	Mixed or ambivalent	19%
4	Dissatisfied	1%

149. How stressful has the pastorate been on your marriage?

1	Very stressful	3	5%
2	At times stressful	41	69%
3	Not an issue	15	25%

150. If you have been/are divorced did/has your divorce status affected your ability to obtain a pastoral position?

1	Yes, affected	1
2	Yes, but not prevented	2
3	No	2
4	Have not tried since divorced to obtain a pastorate	2

151. To what extent was this divorce caused by the conflicts resulting from your ministerial work?

1	To a great extent	0
2	To some extent	1
3	Not related at all	6
4	Do not know	0

CO-PASTORING WITH SPOUSE

152. Have you and your spouse served as co-pastors in a congregation:

1	Yes, presently	37	34%
2	Yes, not presently	22	20%
3	No	50	46%

153. How long were you married before you and your spouse began co-pastoring a congregation?

1	under 5 years	14	24%
2	5-10	8	14%
3	10-14	9	15%
4	15-20	12	20%
5	15-20	16	27%

154. How long have you co-pastored together?

1	under 5 years	31	53%
2	5-9	16	27%
3	10-14	10	17%
4	15-20	2	3%

155. Have you co-pastored in more than one setting?

Yes	12	20%	No	47	80%

156. When the congregation called you and your spouse, did you feel they were more interested in your spouse?

Yes	24	41%	No	35	59%

157. Would the congregation have called you without your spouse?

Yes	7	12%	No	44	76%	Don't Know	7	12%

159. How difficult is/was it to claim your individual identity in a co-pastorate?

1	very difficult	8	14%
2	somewhat difficult	26	44%
3	has not been an issue	25	42%

160. Did you experience any expectations to fill the minister's wife role, ignoring the fact that you are/were also the minister?

1 frequently	11	19%
2 sometimes	33	56%
3 never	15	25%

161. Would you consider your ministerial role as being on an equal level or subordinate level compared to your spouse’s role:

1 Equal level	39	66%
2 Subordinate level	20	34%

163. Do you and your spouse receive equal salary checks and fringe benefits?

Yes	37	66%	No	18	32%	No salary	1

165. How stressful has the co-pastorate been on your marriage?

1 Very stressful	5	8%
2 At times stressful	37	63%
3 Not an issue	17	29%

168. When you were/are evaluated how has this evaluation been conducted?

1 We are evaluated separately	17	29%
2 We are evaluated together	21	36%
3 Both	11	19%
4 We have not had an evaluation	10	17%

171. Do you think that the “co-pastoring with spouse” model has helped to further the “cause” of women in ministry?

Yes	43	73%
No	1	2%
Yes and No	12	20%
Don’t know	3	5%

172. Would you seek a pastorate on your own (without your spouse)?

Yes	32	55%
No	22	38%
Not sure	4	7%